

Pathways to Change Health Care at LANL



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June 17, 2002

**Presentation to
Los Alamos National Laboratory All Managers Meeting**

Health Care: *Pathways to Change*



- **Overview**

- **Joint UC/LANL initiative, with DOE/NNSA support, to manage increasing costs**
- **Issue is not unique to LANL - national problem which is having major cost impact on the rest of the UC system as well**
- **Need health care plan members to understand the problem and contribute to solutions**
- **Managers have a critical role**

Health Care: *Pathways to Change*

- **The Problem**
 - **Costs increasing at double-digit levels; no end in sight**
 - **Combination of nationwide and local factors**
 - **Major impact on Lab, employees/retirees and community**
 - **Employer vs. employee/retiree costs - potential for high *net* increases**
 - **No single solution - everyone must contribute to ensure maximum benefit from available resources**

Health Care: *Pathways to Change*

- Objectives
 - Preserve access to quality health care
 - Help LANL continue to attract and keep the best and the brightest
 - Manage health care costs

Health Care: *Pathways to Change*



- **Addressing the problem**
 - **Lab HR and UC working with consultant, Deloitte & Touche**
 - **DOE/NNSA cooperation and support**
 - **Focus groups, interviews, meetings, surveys**
 - **Full-scale communications program**

Health Care: *Pathways to Change*

- **How you can help**
 - **Understand the problem**
 - **Inform and engage staff**
 - **Ask questions, provide recommendations**
 - **Watch for online survey and encourage employee participation**
 - **Participation is important to getting better responses from employees**